Personnel Proponent Strategy

Eight Lifecycle Functions
- – Structure
- – Acquisition
- – Distribution
- – Development
- – Deployment
- – Sustainment
- – Compensation
- – Transition

Create **Build** **Manage**

Electronic Warfare at Steady State

Force Design Update Approval
MOCS Submission
- – Create Functional Area
- – Create Warrant MOS
- – Create Enlisted MOS

Acquisition
- – Manpower Management
- – Accession/Attrition/Retention
- – Training Integration

Development

Ensure Army is staffed with proper number of electronic warfare personnel in the right grades and skills within the manpower budget to meet requirements

AR 600-3

CAC

Organization

FDU Proposed 3719	1511 TAA Approved	108 Corps and Division Redesign	45 FA 30 Slots Converted

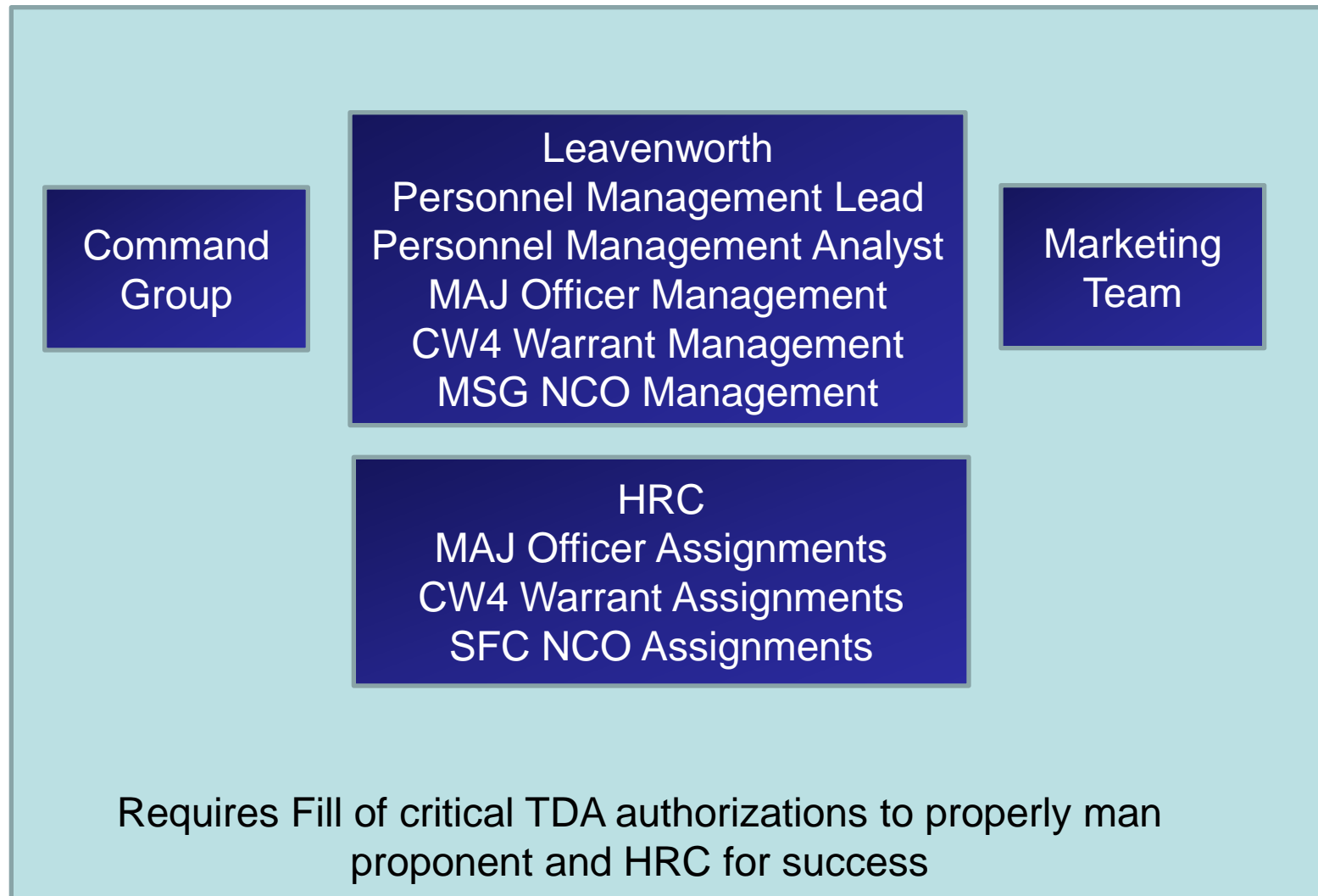## 1664 Personnel to Manage

305 – 80 TDA =225 Officers
266 – 13 TDA = 253 Warrant Officers
1225 – 39TDA = 1186 Non-commissioned Officers

Filled 1/3 per FY 11, FY 12, FY 13

Personnel Resource Management Team

Command Group

Leavenworth
Personnel Management Lead
Personnel Management Analyst
MAJ Officer Management
CW4 Warrant Management
MSG NCO Management

Marketing Team

HRC
MAJ Officer Assignments
CW4 Warrant Assignments
SFC NCO Assignments

Requires Fill of critical TDA authorizations to properly man proponent and HRC for success

Creating: Phase I

✓ **Create a Force Design Update to establish positions "spaces" for Electronic Warfare organizations throughout the Army BN to ASCC with ASI at Company level**

✓ **Create a Career Management Field (CMF), Area of Concentration (AOC), and Military Occupational Specialty (MOS) to fill personnel "faces" throughout the Army**

• **Develop a Personnel Proponent capable of managing these officers and enlisted personnel throughout the eight personnel life cycle functions**

End-state: Positions Documented
CMF, AOC, MOS Established
DA Systems Access
Recruiting Campaign
Proponent Manned
HRC Assignment Officers in Place
Identification of initial 1/3 fill Reclass and FA Designation
HRC EW Portal

Building: Phase II

- Ensure the Army is staffed with the proper number of EW personnel in the right grades and skills within the manpower budget to meet requirements

- Work in conjunction with HRC and G1 to determine re-classification and functional area designation

- Manage assignments based upon position documentation and priority of fill

- Ensure personnel proponent is fully integrated with Officer Personnel Management Directorate (OPMD), Enlisted Personnel Management Directorate (EPMD), HRC, and G1 to ensure incorporation of all personnel priorities and functions at DA level

End-state: 1664 EW documented positions filled with trained personnel by the end of FY 2013. Steady State Proponent Actions

Managing: Phase III

- **Continue human resource management of officers, warrant officers, and enlisted personnel throughout the eight life cycle management functions**

- **Continue to assess the EW force and recommend any necessary changes to individual spaces, and identify sustainment requirements**

- **Ensure review of retention rates, professional development programs, and distribution plan**

- **Implement any changes necessary to align career field**

- **Maintain steady state operations**

End-state: Personnel will always be managed to ensure proper career development from the moment a person is identified as a candidate for EW to the end of his career and transition out of the Army

**The personnel strategy will continue to change to meet new Requirements in an Army that is in constant transformation*

Eight Life Cycle Management Functions

Structure

Acquisition

Distribution

Development

Deployment

Sustainment

Compensation

Transition
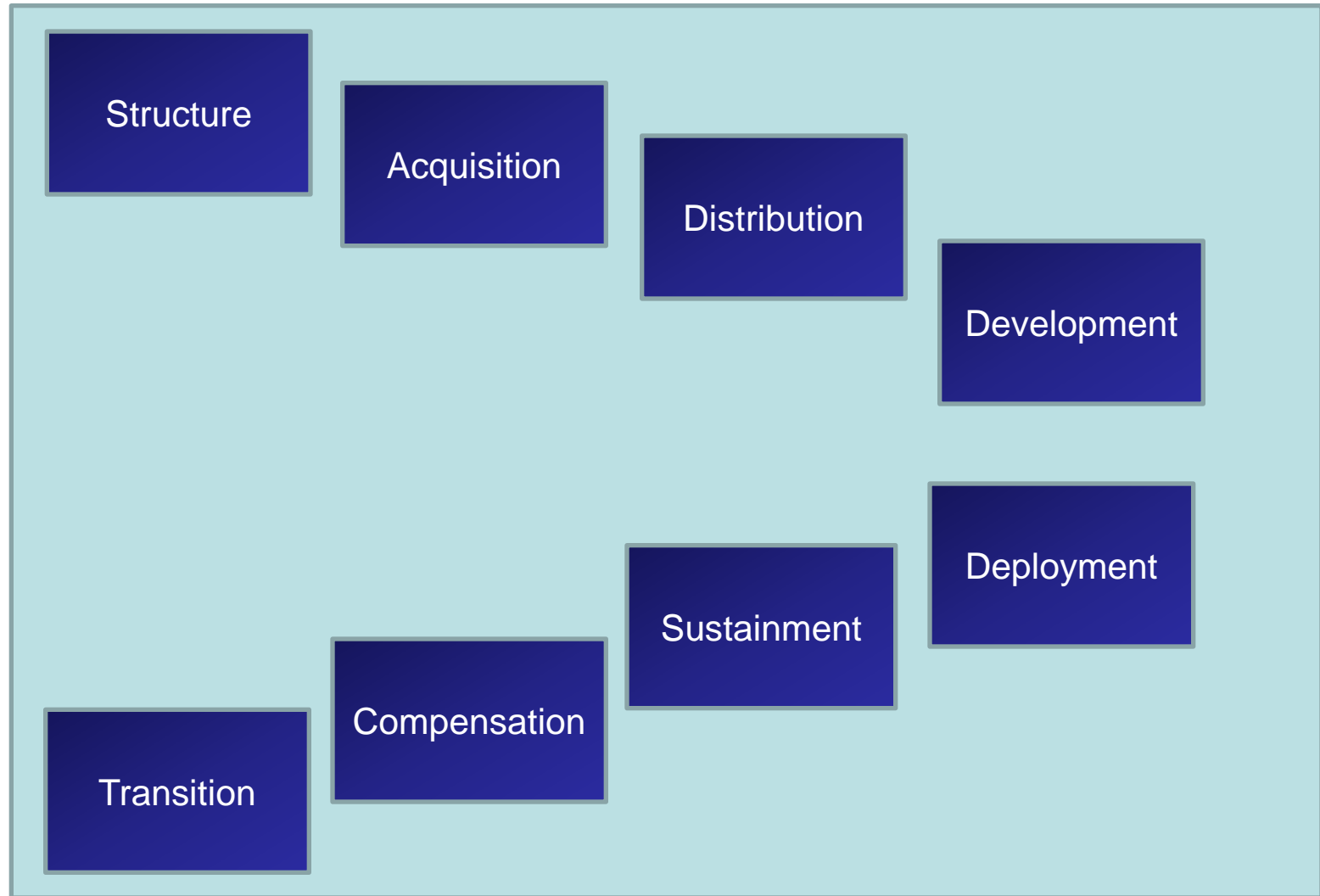
Core Responsibilities

- **Military Occupational Classification and Structure System**

- **TDA/TOE/MTOE Updates**

- **Accessions/Reclassification/Recruiting**

- **Assignments and Training**

- **Promotion/Selection Boards**

- **Professional Development Program**

- **Policy/Regulation Review**

- **OPMD/EPMD/OPMS/EPMS Interface**

- **Regimental Affiliation Program**

Computer Access

- ✓ **TOPMIS**

- ✓ **EDAS**

- ✓ **ATRRS**

- ✓ **eMILPO**

- • **DIMHRS**

*Need to gain access to HRC server for access to internal SOPs (smart book)

Priorities

- **Pilot Course Fills**

- **Documentation of Positions**

- **Man proponent; HRC Assignment Officers**

- **Identify Priority of Fill**

- **Identify Assignments Per Location**

- **Recruiting Campaign**

- **Branch insignia (Regimental Program Research)**

- **Promotion/Selection Boards**

- **ILE/SAMS/AERS/ACS/TWI**

- **Training for Computer Management Systems**

- **Annotation of Records: 1J and 1K**

Personnel Fill Timeline

FY 2009

▽ Effective Date of EW   ▽ FA Officer Pilot #3 (29 Jun – 15 Sep)
        ▽ Warrant Officer Pilot (16 weeks); Enlisted Pilot (9 weeks)

FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP

△ Functional Designation (FD) Board

FY 2010

▽ Results FD Board   ▽ HRC/G1 Officer Fill

OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP

FA 29 Course in ATTRS   △ FD Board

FY 2011

▽ Expect Formal HRC/G1 Support for Fills: Enlisted and Warrant Officer 1/3 of 1664 (555 per year FY 11, 12, 13)

▽ Results FD Board

OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP

Warrant Officer Course in ATTRS   △ FD Board

Enlisted Course in ATTRS

FY 2009

▽ Effective Date of EW ▽ FA Officer Pilot #3 (29 Jun – 15 Sep)
▽ Warrant Officer Pilot #1 (1 Apr – 17 Jul); Enlisted Pilot #1 (1 Apr – 10 Jun)

FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP

△ Functional Designation (FD) Board
△ Warrant Officer Pilot #2 (24 Aug – 14 Dec)
△ Enlisted Pilot #2 (24 Aug – 23 Oct)

- **Need formal HRC/G1 Support**
  - **Must get Warrant Officer (WO) and Enlisted (E) Courses in ATRRS for FY 2009 in order to obtain formal support**
  - **ATRRS -Teleconference with TRADOC to facilitate and identify requirements for exception to normal procedures**
- **Funding for course attendees for Pilot Courses**
  - **Soliciting Volunteers for Pilot Fills**
  - **Commanders are being asked to pay the bill (lost fills due to lack of funding)**
- **Key fills for EW Proponent and HRC Assignment Representation**

FY 2010

▽ FA 29 (1 Oct – 18 Dec) ▽ FA 29 (4 Jan – 23 Mar) ▽ HRC/G1 Officer Fill

▽ Enlisted Pilot #3 (11Jan – 16 Mar)

▽ Results FD Board ▽ Warrant Pilot #3 (22 Feb – 7 Jun)

OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP

△ Warrant Officer Pilot #2 (Ends 14 Dec) △ FD Board

△ Enlisted Pilot #2 (Ends 23 Oct)

Officer	Warrant	Enlisted
Oct 1 – 18 Dec	Feb 22 – Jun 7	Jan 11 – Mar 16
Jan 4 – 23 Mar	Jun 28 – Oct 14	Mar 29 – May 28
Apr 5 – 21 Jun		Mar 29 – May 28
Jul 6 – Sep 21		Apr 26 – Jun 28
		Jun 7 – Aug 9
		Jul 26 – 27 Sep
		Aug 23 – Oct 26
		Aug 23 – Oct 26

FY 2011

▽ Results FD Board

OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP

△ FD Board

Officer	Warrant	Enlisted
Sep 27- 15 Dec	Nov 1 – Mar 4	Oct 4 – Dec 8
Jan 10 – 29 Mar	Mar 21 – Jul 6	Nov 8 – Jan 27
Apr 11 – 27 Jun	Jul 25 – 8 Nov	Nov 8 – Jan 27
Jul 11 – Sep 26		Jan 10 – Mar 15
		Feb 7 – Apr 11
		Feb 7 – Apr 11
		Mar 28 – 27 May
		Apr 25 – Jun 27
		Apr 25 – Jun 27
		Jun 20 – Aug 22
		Jul 11 - Sep 12
		Jul 11 - Sep 12

Personnel Leadership G1/HRC

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References

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AR 600-3, The Army Personnel Proponent System
AR 600-8-22, Military Awards
AR 600-82, US Army Regimental System
AR 601-100, Appointment of Commissioned and Warrant Officer in the Regular Army
AR 601-208, Recruiting/Reenlistment Advertising Program
AR 601-280, Army Retention Program
AR 611-1, Military Occupational Classification and Structure Development and Implementation
AR 614-100, Officer Assignments, Policies, Detail and Transfers
AR 614-185, Requisitions and Assignment Instructions
AR 614-200, Enlisted Assignments and Utilization Management
AR 670-1, Wear and Appearance of Army Uniforms and Insignia
AR 840-10, Flags, Guidons, Streamers, Tabards…
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DA Pam 600-3, Commissioned Officer Development and Career Management
DA Pam 600-25, US Army Non-commissioned Officer Professional Development Guide
DA Pam 601-6, Warrant Officer Procurement Program
DA Pam 611-21, Military Occupational Classification and Structure
DA Pam 611-22, Implementation of Changes to the MOCS